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#### Contract Database Metadata Elements

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Employer Name: **Owego Apalachin Central School District**

Union: **Owego Apalachin Administrators and Supervisors Association, SAANYS**

Local:

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Owego-Apalachin Central School  
District And Owego-Apalachin Admin  
& Supvrs Assn

8354\_06302000

Owego-Apalachin Central School  
District And Owego-Apalachin  
Adminis & Sup Assn

AGREEMENT BETWEEN  
the  
OWEGO APALACHIN CENTRAL SCHOOL  
DISTRICT  
and the  
OWEGO APALACHIN ADMINISTRATORS'  
AND  
SUPERVISORS' ASSOCIATION  
SAANYS

1997-1998

1998-1999

1999-2000

AGREEMENT BETWEEN

the

OWEGO APALACHIN CENTRAL  
SCHOOL DISTRICT

and the

OWEGO APALACHIN  
ADMINISTRATORS' AND  
SUPERVISORS' ASSOCIATION

SAANYS

1997-1998  
1998-1999  
1999-2000

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## **ARTICLE 1      CERTIFICATION**

1.1. On March 1, 1995, the Director of Public Employment Practices and Representation certified the Owego Apalachin Administrators and Supervisors' Association (SAANYS) as the exclusive negotiating representative for the following unit:

1.1.1. Included: Principals, Assistant Principal, Supervisors of Buildings and Grounds, Supervisor of Transportation, Supervisor of Food Services, Athletic Director, Director of Computer Services, Director of Special Services and Director of Education.

1.1.2. Excluded: Assistant Superintendent of Business and Director of Operations

## **ARTICLE 2      DEFINITIONS**

2.1. Administrators and Supervisors serving in the job titles listed in the "included" sections of Article 1 will hereinafter be referred to as the unit members.

2.2. District shall mean the Owego Apalachin Central School District.

## **ARTICLE 3      SAVINGS CLAUSE**

3.1. If any provision in this agreement is or shall at any time be judged contrary to law in a court of competent jurisdiction, then such provision shall not be applicable or performed or enforced or subject to the grievance procedure, except to the extent permitted by law. However, all other provisions of this Agreement will continue in effect.

## **ARTICLE 4      REQUIREMENT PER TAYLOR LAW**

4.1. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

## ARTICLE 5 MANAGEMENT RIGHTS

- 5.1. Any and all the rights, powers, and authority the District had prior to entering this Agreement are retained by the District, except as expressly and specifically abridged, delegated, granted, or modified by this Agreement.

## ARTICLE 6 PAYROLL DEDUCTIONS

- 6.1. Initial enrollments and changes in deductions for tax sheltered annuities are limited to the following times:
- 6.1.1. First two (2) weeks in October
  - 6.1.2. First two (2) weeks in January
  - 6.1.3. First two (2) weeks in May
  - 6.1.4. First two (2) weeks in July
- 6.2. The District will provide for direct deposit of paychecks for unit members.
- 6.3. The following banks or their successors in interest may be used for the direct deposit of paychecks:
- Chase
  - Tioga State Bank
  - BSB Bank & Trust
  - First Federal
  - Visions Credit Union
  - 1st National Bank of Norwich
  - Chemung Canal Trust
  - M & T Bank
  - Key Bank
  - BCT Credit Union
- 6.4. Banks may be added to the list provided there are at least five (5) depositors interested in direct deposit at that bank.
- 6.5. The District will have an established voluntary payroll savings plan for unit members to purchase the minimum of a United States Savings Bank every payday.

## ARTICLE 7 FLEXIBLE SPENDING ACCOUNT

- 7.1. Payroll deductions for a Flexible Spending Account selected by the District will be available to those members of the bargaining unit, who authorize such deductions in writing.
- 7.2. Enrollment in the health and dental insurance portion of the plan is limited to the month of September or the first two (2) weeks of December.

- 7.3. New hires may initially join the health and dental portion of the plan within one (1) month of employment.
- 7.4. Enrollment in the Medical Care Reimbursement Account and the Dependent Care Reimbursement Account is limited to the first two (2) weeks of December.
- 7.5. Bargaining unit members who take part in the Medical Care Reimbursement Account and the Dependent Care Reimbursement Account will pay the monthly administrative charge for the accounts.

#### **ARTICLE 8 TAX DEFERRED ANNUITIES**

- 8.1. All unit members who presently as of July 1, 1995 enjoy the benefit of a tax deferred annuity shall retain such annuity. The annuity shall not be increased nor otherwise expanded to cover other unit members.

#### **ARTICLE 9 ACCIDENTAL DEATH PROTECTION**

- 9.1. All administrative staff members will be provided with accident protection insurance in the amount of \$100,000 to cover any fatal accidents that might occur in conjunction with the performance of duty.

#### **ARTICLE 10 HEALTH INSURANCE**

- 10.1. The District shall make available to the unit members a Health Insurance plan with benefits at least equal to the Select Blue (Blue Cross, Blue Shield, Major Medical) in effect during the 1984-85 school year.
- 10.2. The co-pay for the prescription card plan for 1994-97 shall be as follows:
  - 10.2.1. Generic \$0.00
  - 10.2.2. Brand Name \$3.00
  - 10.2.3. Generic Mail Order (3 month supply) \$0.00
  - 10.2.4. Brand Mail Order (3 month supply) \$8.00
- 10.3. The District will pay 100% of the premium for Individual coverage and 85% of the premium for Family coverage.
- 10.4. The District reserves the right to change insurance carriers or self fund the insurance provided it maintains benefits at least equal to the benefits as provided above.

#### **ARTICLE 11    DENTAL INSURANCE**

- 11.1. The District will maintain a dental insurance plan at least equal to Blue Shield Plan B (Basic Plan, Additional Basic, Periodontics, Prosthetics, and Orthodontics).
- 11.2. The District shall pay 100% for individual coverage and 50% of the premium for family coverage.
- 11.3. The District reserves the right to change insurance carriers or self fund the insurance if it maintains benefits at least equal to the benefits as provided above.

#### **ARTICLE 12    EVALUATION**

- 12.1. Each unit member will be evaluated at least one time per year by his or her supervisor.

#### **ARTICLE 13    MILEAGE REIMBURSEMENT**

- 13.1. Use of a personal vehicle shall be reimbursed at the Internal Revenue Service guideline in cents per mile for the duration of this contract for attendance to authorized school business.

#### **ARTICLE 14    ASSOCIATION RIGHTS**

- 14.1. One (1) copy of the Board of Education minutes of public meetings will be provided to the President of the Association.

#### **ARTICLE 15    PERSONNEL FILES**

- 15.1. The District will maintain a personnel file for each unit member. This file will be located in the District's central offices and will be maintained in the following manner.
- 15.2. Each personnel file shall contain a restricted and an unrestricted section. The restricted section shall contain materials obtained during the recruiting process and shall be limited to, references, transcripts, and any material received from colleges/universities or previous employers. The unrestricted section shall contain all other materials relating to the unit members' employment with the District. The material in the restricted section will not be available to the unit member.



- 15.3. Each unit member's personnel file will be available for his/her perusal by appointment. It will be the unit member's prerogative to have a representative present during the viewing of the file. The review shall be conducted in the presence of an appropriate District official or his/her designee after the restricted section has been removed.
- 15.4. Unit members shall have the right to copy the contents of their unrestricted file.
- 15.5. A unit member shall have the right to answer, in writing, any complaint or derogatory material in his/her file. The answer is due within ten (10) working days after the unit member first sees such complaint or derogatory material. The written response shall be reviewed by the Superintendent or his designee and attached to the complaint within ten (10) working days.
- 15.6. All documents that are evaluative or disciplinary in nature and are placed in the unit member's personnel file, will be copied to the unit member who will sign and date a receipt verification.

#### ARTICLE 16 SICK LEAVE

- 16.1. Effective July 1, 1995, all unit members who had the ability to earn two hundred forty (240) duty days of sick leave shall retain the right to earn up to two hundred forty (240) duty days of sick leave.
- 16.2. Accumulated sick leave cannot exceed two hundred twenty (220) duty days for unit members employed after July 1, 1976.
- 16.3. Each full time unit member employed by the District who is absent due to personal illness or physical disability will be allowed a maximum of sixty (60) duty days of sick leave each year without loss of salary during the first three (3) years of employment.
- 16.4. Effective July 1, 1995, at the end of the third year of employment (anniversary date), a unit member will have his/her accumulated sick leave earnings increased to two hundred twenty (220) duty days of sick leave.
- 16.5. Any use of sick leave entitlement will be replaced at the rate of twelve (12) days per service year.
- 16.6. In the event all sick leave entitlement is used, the Board of Education will review the circumstances and may grant additional time as deemed appropriate.
- 16.7. All sick leave is subject to approval by the Superintendent of Schools. The Superintendent or his/her designee may require satisfactory proof of illness or physical disability, including a physical examination, at any time and may require a conference with each unit member returning from sick leave prior to the resumption of regularly assigned duties.

- 16.8. After five (5) duty days of continuous absence due to illness, the unit member may be required to submit a certification of illness to the Superintendent prior to returning to duty.
- 16.9. Sick leave may not be used for absences if the personal illness or physical disability was incurred by the unit member while engaged in remunerative employment with any employer other than the district.
- 16.10. Salary authorization for payment in accordance with the provisions of this section shall be paid to the unit member in the same manner and at the same time said employee would have received salary payment if actually engaged in the performance of assigned duties.
- 16.11. The District provides sick leave to protect employees from loss of income during reasonable periods of illness or physical disability.
- 16.12. It is expected that sick leave will be used only for its intended purpose. Therefore, any unused sick leave is forfeited at the time of separation from employment.

#### ARTICLE 17 SICK LEAVE BANK

##### 17.1. SICK LEAVE BANK

- 17.1.1. There shall be a sick leave bank.
- 17.2.1. Participation in the sick leave bank shall be limited to:
  - 17.2.1.1. Unit members who are current "depositors" and who have exhausted their accumulated sick leave.
  - 17.2.1.2. Any and all restrictions listed under Article 16 - Sick Leave.
- 17.3.1. At no time shall the maximum usage of days in the sick leave bank exceed 220 per year.
- 17.4.1. Unit members will not be asked to voluntarily contribute additional days to the sick leave bank, and thus maintain their participation, except when the level of days in the sick leave bank reaches forty (40) or fewer days.
- 17.5.1. Unit members who contribute to the Sick Leave Bank will have his/her sick leave accumulation reduced by the day(s) contributed.
- 17.6.1. There shall be a Sick Leave Bank Committee consisting of two (2) members appointed by the President of the Association and one (1) member appointed by the Superintendent of Schools.

- 17.7.1. The Association will provide the district with signed authorization forms permitting the district to transfer sick leave from the individual's accumulation to the sick leave bank.
- 17.8.1. The Sick Leave Bank Committee shall promulgate any additional rules and regulations as necessary for the successful operation of the sick leave bank and shall make said rules and regulations available in writing to all unit members and those members of the administrative staff designated by the Superintendent of Schools.
  - 17.8.1.1. All rules and regulations promulgated by the committee must have the approval of both the President of the Owego Apalachin Administrators' and Supervisors' Association and the Superintendent of Schools.

#### **ARTICLE 18     EXTENDED LEAVE**

- 18.1. Extended leaves are for reasons of health, study, professional internship, or the assumption of family duties. Other examples include but are not limited to child rearing and personal responsibilities. All requests for extended leave will be submitted to the Superintendent of Schools in writing for review and recommendation. The Superintendent will present his/her recommendation to the Board of education for final consideration. The following stipulations shall govern all extended leaves:
  - 18.1.1. The period of such leave shall not exceed one (1) year unless mutually agreeable.
  - 18.1.2. Salary and fringe benefits will be discontinued during the period for which the leave may be granted.
  - 18.1.3. The Superintendent of Schools must be notified in writing by the unit member ninety (90) days in advance of the expiration of leave regarding the unit member's intent to return to the Owego Apalachin Central School District. The Superintendent may modify such notification in emergency situations.
  - 18.1.4. While on leave, the unit member shall have the option to remain an active participant in the benefit programs of the District, by contributing the full cost of the premiums.
  - 18.1.5. The beginning and ending dates will be determined mutually by the unit member and the Superintendent of Schools or his/her designee.

## ARTICLE 19 SABBATICAL LEAVE

- 19.1. Upon recommendation of the Superintendent of Schools, the Board of Education may grant a sabbatical leave to permanently certified unit members for a period not to exceed one (1) academic semester (September - January or January - June). Such leave shall be predicated on district need and may be authorized only for a planned full time graduate program at an accredited institution of higher learning recognized by the State of New York. An unit member granted such leave must register for a minimum of twelve (12) resident graduate hours per semester. All courses must be approved by the Superintendent of Schools.
- 19.2. Permanently certified unit members with seven (7) years of district service will receive one-half of their salary for the semester for which such sabbatical leave is granted. The District will continue the payment of fringe benefits on behalf of the unit member during this semester.
- 19.3. Permanently certified unit members with fourteen (14) or more years of district service will receive their full salary for the semester for which such sabbatical leave is granted. The District will continue the payment of fringe benefits on behalf of the administrator doing this semester.
- 19.4. Only one (1) unit member may be granted a sabbatical leave each semester.
- 19.5. Procedural requirements for considering and implementing sabbatical leave:
  - 19.5.1. A letter of application and appropriate credentials must be submitted to the Superintendent of Schools by February 1 preceding the school year for which the leave is to be effective.
  - 19.5.2. Mutually agreed in writing that the unit member granted the sabbatical leave will return to this district for two (2) years of service following such sabbatical leave. Each year of the foregoing two (2) years of service will be considered a fifty percentum (50%) cancellation of the gross amount advanced the unit member during the sabbatical leave. Gross amount means salary and the district's contribution to the New York State Teachers' Retirement System, FICA, and all insurance payments made on behalf of the unit member.
  - 19.5.3. Unit members granted sabbatical leave may not accept employment in another school system during the period of sabbatical leave.
  - 19.5.4. In the event that more than one (1) unit member applied for the same period, the Superintendent of Schools will consider district needs in making a recommendation to the Board of Education.

- 19.5.5. Verification of registration and a copy of the program of studies validated by the college or university must be presented to the Superintendent of Schools prior to the beginning of the sabbatical leave. Satisfactory completion of the program of studies must be documented by official transcripts filed with the Superintendent upon return to duty. A grade of "C" or better or its equivalent will be required for a course to be considered satisfactorily completed.
- 19.6. A unit member may be granted only one sabbatical leave during the time they are employed by the Owego Apalachin Central School District.
- 19.7. In the event a unit member does not return for service in the Owego Apalachin Central School District for two (2) years immediately following a sabbatical leave, said unit member shall reimburse the district the gross amount advanced to and paid on behalf of the unit member.

## ARTICLE 20 PERSONAL LEAVE

- 20.1. Up to three (3) personal leave days are provided each year for the purpose of conducting personal business that cannot be scheduled outside of working hours.
- 20.2. Paid personal business leave is not approved for:
- 20.2.1. Attendance at meetings or conferences for public or private organizations or agencies.
  - 20.2.2. Extended family or personal vacations unless approved by the Superintendent of Schools or his/her designee.
  - 20.2.3. Extending a holiday or school vacation unless approved by the Superintendent of Schools or his/her designee.
  - 20.2.4. Personal gain.
  - 20.2.5. Recreation
- 20.3. A request for a personal business day the day before or the day after a school recess requires a written reason and approval of the Superintendent of Schools or his/her designee.
- 20.4. Unit members must provide the Superintendent of Schools or his/her designee with at least two (2) days notice, barring an emergency.

**ARTICLE 21     FAMILY EMERGENCY LEAVE**

- 21.1. Family emergency leave shall be allowed at the discretion of the Superintendent of Schools. The leave shall not be unreasonably denied. The Superintendent's decision shall not be subject to the grievance and arbitration provisions contained in the contract.

**ARTICLE 22     VACATION**

**22.1.    ENTITLEMENT**

Vacation entitlement is predicated on district service:

<u>YEARS OF SERVICE</u>	<u>DAYS OF VACATION ENTITLEMENT</u>
1 - 4	10
5 - 9	15
10 -19	20
20 AND BEYOND	25

- 22.2. Vacation entitlement for administrators new to the district will be negotiated prior to being officially appointed to an administrative position by the Board of Education. Up to ten (10) days vacation may be granted to a new administrator during his/her first year of employment.

**22.3.    IMPLEMENTATION**

For administrators vacation entitlement is earned during the preceding year (JULY 1 - JUNE 30) and must be used prior to JUNE 30TH of the year following.

- 22.1. Each administrator must use at least half of his/her annual eligibility in each service year.
- 22.2. While vacation time cannot be accumulated, a maximum of twenty (20) days may be "Carried Over" for use in the ensuing year.
- 22.3. Individuals who leave district employment prior to the completion of a school year will be paid on a pro-rated basis for any authorized accumulated vacation time.
- 22.4. Any vacation entitlement not used in accordance with the provisions of this article will be considered used and so recorded.

- 22.5. Up to five (5) full consecutive days of vacation may be used during the regular academic year when students are in attendance. The superintendent of schools may modify the provision to provide for extenuating circumstances.
- 22.6. Emergency situations may mandate cancellation of all vacation plans. If such circumstance occur, as much advance notice as possible will be given.
- 22.7. The Superintendent of Schools or his/her designee will decide the status of all vacation requests. Service needs, the number of administrators off for other reasons, the receipt order of vacation requests and extenuating circumstances will be considered in the decision process.

#### **ARTICLE 23 HOLIDAYS**

- 23.1. In addition to the days of annual vacation entitlement, the Board of Education will provide thirteen (13) paid holidays for the unit members.
- 23.2. The Superintendent of Schools or his/her designee will survey the unit members and designate the holiday schedule each year.
- 23.3. This will be done after Board of Education adoption of the school calendar for the ensuing academic term.

#### **ARTICLE 24 GRIEVANCE PROCEDURE**

##### **24.1. Declaration of Purpose**

- 24.1.1. It is the policy of the District and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement, but shall not be precedents in a later grievance.

##### **24.2. Definitions**

- 24.2.1. A grievance is any alleged violation of this Agreement or any dispute with respect to its meaning or application.

24.2.2. An employee is any unit member in the unit covered by this Agreement.

24.2.3. An aggrieved party is the employee or a group of employees who submit a grievance. Each employee involved in a grievance as an aggrieved party must sign the grievance form provided by the District.

#### 24.3. Submission of Grievances

24.3.1. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally, and in doing so shall give notice that a grievance is being raised.

24.3.2. Each grievance shall be submitted in writing on a form provided by the District and shall identify the aggrieved party, the provision(s) of this Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.

24.3.3. A grievance shall be deemed waived unless it is submitted in writing within thirty (30) work days after the aggrieved party knew or should have known of the events or conditions on which the grievance is based.

24.3.4. An employee having a grievance shall submit it to the Superintendent of Schools.

#### 24.4. Grievance Procedure

##### 24.4.1. Superintendent

24.4.1.1. The Superintendent or his/her designated representative shall, upon request, confer with the aggrieved party with respect to the grievance and shall deliver to the aggrieved party, a written statement of his/her position with respect to it no later than fourteen (14) work days after it is received by him/her.

#### 24.5. Arbitration

24.5.1. In the event the Association is not satisfied with the response to a grievance, it may within fifteen (15) work days after receiving that statement, refer the grievance to arbitration by requesting that the American Arbitration Association propose the names of seven (7) arbitrators. A copy of such request shall be forwarded to the Superintendent of Schools.



- 24.5.2. Upon receipt of the names of the proposed arbitrators, a designee of the Superintendent and the Association shall strike names from the list until one ultimately is designated as the arbitrator.
- 24.5.3. The arbitrator's decision will be in writing and will set forth his/her findings, reasonings, and conclusions concerning the issues submitted. The arbitrator will be without power of authority to make any decisions which require the commission of an act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from, the provisions of this Agreement.
- 24.5.4. The decision of the arbitrator shall be binding upon both parties.
- 24.5.5. The cost of the services of the arbitrator will be borne equally by the District and the Association.

#### **ARTICLE 25     CAREER ALLOWANCE**

- 25.1. Any unit member participating in the career allowance section of this agreement will not be eligible to receive career increments.
- 25.2. Unit members who have been a member of the Owego Apalachin Central School District staff for a minimum of ten (10) years and have not received a career increment are eligible for a career allowance. Those unit members who notify the Board of Education of their intention to retire one (1), two (2), or three (3) years prior to their actual retirement will receive a career allowance added to the unit member's salary for each year between notification and retirement. The career allowance will be:
- |                        |         |
|------------------------|---------|
| 25.2.1. Year one (1)   | \$2,000 |
| 25.2.2. Year two (2)   | \$2,000 |
| 25.2.3. Year three (3) | \$2,000 |
- 25.3. The career allowance earned each year will become a part of the unit member's base salary.
- 25.4. According to the New York State Teachers Retirement System, money paid as a career allowance is not eligible to be included in the calculations for the final three (3) year average salary.

## ARTICLE 26 OUTSTANDING SERVICE RECOGNITION

- 26.1. The Superintendent of Schools may identify, recognize, and reward outstanding unit member performance by granting such performance up to three (3) additional vacation days (merit days) with pay. There shall not be a limit on individuals or occurrences.
- 26.2. The decision of the Superintendent to award or not to award additional vacation days (merit days) shall not be subject to the grievance procedure.

## ARTICLE 27 SALARY

- 27.1 Each member of the bargaining unit returning for the 1997-1998 school year whose total base salary has not reached the maximum cap listed in 27.5 shall have his/her total base salary increased by a maximum of 3.25% or a dollar amount of less than 3.25% which will make his/her total base salary equal to the cap listed in 27.5.
  - 27.1.1 Instead of a 3.25% increase in the total base salary, the unit member shall have the option of taking the 3.25% increase as a split-dollar life insurance plan.
- 27.2 Each member of the bargaining unit returning for the 1998-1999 school year whose total base salary has not reached the maximum cap listed in 27.5 shall have his/her total base salary increased by a maximum of 3.25% or a dollar amount of less than 3.25% which will make his/her total base salary equal to the cap listed in 27.5.
  - 27.2.1 Instead of a 3.25% increase in the total base salary, the unit member shall have the option of taking the 3.25% increase as a split-dollar life insurance plan.
- 27.3 Each member of the bargaining unit returning for the 1999-2000 school year whose total base salary has not reached the maximum cap listed in 27.5 shall have his/her total base salary increased by a maximum of 3.25% or a dollar amount of less than 3.25% which will make his/her total base salary equal to the cap listed in 27.5.
  - 27.3.1 Instead of a 3.25% increase in the total base salary, the unit member shall have the option of taking the 3.25% increase as a split-dollar life insurance plan.
- 27.4 Total base salary is defined as contract salary exclusive of stipends provided for under the other articles of this agreement.

## 27.5 Job Salary Ranges

### 27.5.1 1997-1999

	<u>Minimum</u>	<u>Maximum</u>
Director of Education	\$63,000	\$90,000
Director of Computer Services	\$63,000	\$90,000
Director of Special Services	\$63,000	\$90,000
High School Principal	\$63,000	\$90,000
Middle School Principal	\$55,000	\$75,000
Elementary Principal	\$55,000	\$75,000
High School Assistant Principal	\$50,000	\$70,000
Athletic Director/ Assistant Principal	\$50,000	\$70,000
Middle School Assistant Principal	\$50,000	\$70,000
Supervisor of Food Services	\$38,000	\$60,000
Supervisor of Transportation	\$38,000	\$60,000
Supervisor of Buildings & Grounds	\$38,000	\$60,000

### 27.5.2 1999-2000

	<u>Minimum</u>	<u>Maximum</u>
Director of Education	\$63,000	\$93,600
Director of Computer Services	\$63,000	\$93,600
Director of Special Services	\$63,000	\$93,600
High School Principal	\$63,000	\$93,600
Middle School Principal	\$55,000	\$78,000
Elementary Principal	\$55,000	\$78,000
High School Assistant Principal	\$50,000	\$72,800
Athletic Director/ Assistant Principal	\$50,000	\$72,800
Middle School Assistant Principal	\$50,000	\$72,800
Supervisor of Food Services	\$38,000	\$62,400
Supervisor of Transportation	\$38,000	\$62,400
Supervisor of Buildings & Grounds	\$38,000	\$62,400

**ARTICLE 28 STATEMENT OF DURATION**

28.1. This agreement shall be in full force and effect on July 1, 1997 through June 30, 2000 except as otherwise noted.

Edward G. Reid  
Superintendent of Schools  
Owego Apalachin Central School  
District

2/24/97  
Dated

Donald Russell  
Witness

2/24/97  
Dated

William A. Hark  
President, Owego Apalachin  
Administrators' and Supervisors'  
Association (SAANYS)

2/24/97  
Dated

Bernard Cholef  
Witness

2/24/97  
Dated